



Local Pensions Board

Title	Knowledge and Understanding
Date of meeting	28 June 2023
Report of	Executive Director of Strategy & Resources (S151 Officer)
Wards	N/A
Status	Public
Urgent	No
Appendices	Appendix A - Mandatory and Primary training opportunities available to Members of the Local Pensions Board and Pension Fund Committee
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Summary

The role of the Local Pension Board is to contribute to the governance of the pension scheme by scrutinising the work of the Pension Fund Committee and making recommendations where appropriate. In this context it is important that the Board has appropriate training opportunities for it to fulfil its duties.

Recommendations

1. That the Local Pensions Board note the training options available (and also to the Pension Fund Committee) and that it agrees to continue to update the LBB Pensions Team monthly on any training undertaken.

1. Reasons for the Recommendations

- 1.1 The London Borough of Barnet Pension Fund is governed by the Pension Fund Committee. The Local Pension Board is an oversight body with no direct decision-making powers. The Board's primary role is to review decisions made by the Pensions Committee and hold the Committee to account. The Local Pension Board includes member and employer representation.
- 1.2 The Local Pensions Board has a regulatory duty to keep their knowledge and understanding up-to-date and to document their training. Guidance around your regulatory duties is summarised on the Pension Regulator's website linked [here](#).
- 1.3 Issues surrounding the Pension Fund are complex and financially significant to the Council. To make effective decisions it is important that Committee and Board members feel empowered to ask the right questions of Officers and advisors.
- 1.4 As a Board member, you must:
 - be conversant with (ie have a working knowledge of) your scheme rules and any document recording policy about the administration of your scheme;
 - have knowledge and understanding of the law relating to pensions.
- 1.5 To deliver on this priority we have identified '*mandatory*' training – this is training that we expect Local Pension Board members to undertake to enable them to perform their duties - and '*recommended*' training, which will further develop both Committee and Board members' skills. It is also expected that Board Members complete The Pensions Regulator toolkit.
- 1.6 The mandatory and primary training opportunities available to Board and Committee members are shown in Appendix A.
- 1.7 At the meeting on 1 March 2023, Board approved Officers recommendations to undergo training for it to fulfil its duties. This included an agreement that that the LBB Pensions Team would request details of training undertaken monthly by both Board and Committee members and that these would be logged monthly.
- 1.8 The LBB Pensions Team will continue to contact all members of the Board and Committee monthly, so the training log can be kept up to date and monitored.

2. Alternative Options Considered and Not Recommended

- 2.1 Not applicable in the context of this report.

3. Post Decision Implementation

- 3.1 That Board members will update the LBB Pensions Team with any training undertaken and that training requirements will be reviewed annually.

4. Corporate Priorities, Performance and Other Considerations

Corporate Plan

- 4.1 Good knowledge and understanding of the Pension Fund will improve overall governance and operational effectiveness of the Pension Fund.

Corporate Performance / Outcome Measures

4.2 Not applicable in the context of this report.

Sustainability

4.3 Not applicable in the context of this report.

Corporate Parenting

4.4 Not applicable in the context of this report.

Risk Management

4.5 Risk management is central to the LGPS; which are in themselves risk management tools, managing the risk that future employer income streams will be able to meet future pensions liabilities by creating a reserve from which future liabilities will be met.

4.6 The Board relies on its service providers and good performance from these will help to avoid problems.

Insight

4.7 Not applicable in the context of this report.

Social Value

4.8 Not applicable in the context of this report.

5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)

5.1 Provision of Hymans' LOLA portal has a modest annual license fee.

6. Legal Implications and Constitution References

6.1 The Pensions Regulator requires that Local Pensions Board members have a duty to keep their knowledge and understanding up-to-date and to document their training. Monitoring is an essential element of the appointment and re-appointment process.

6.2 The Council constitution, Part 2B, requires under paragraph 14.21.

- 14.21.1 All new members must follow an induction training plan and all members of the Board will be expected to attend the training provided to ensure that they have the requisite knowledge and understanding to fulfil their role.
- 14.21.2 All members must be prepared to participate in such regular personal training needs analysis or other processes as are put in place to ensure that they maintain the required level of knowledge and understanding to carry out their role.

14.21.3 Failure to attend training or participate in the processes may lead to membership being reviewed.

7. Consultation

7.1 Not applicable in the context of this report.

8. Equalities and Diversity

- 8.1 Pursuant to the Equality Act 2010, the Council is under an obligation to have due regard to eliminating unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act; advancing equality of opportunity between persons who share a relevant 'protected characteristic' and those who do not share it; and fostering good relations between persons who share a relevant 'protected characteristic' and persons who do not share it. The 'protected characteristics' are: age, disability, gender reassignment, pregnancy, and maternity, race, religion or belief, sex and sexual orientation. The Council also has regard to the additional protected characteristic of marriage and civil partnership even though this does not apply to the public-sector equality duty.
- 8.2 The rules governing admission to and participation in the Pension Fund are in keeping with the public-sector equality duty. The [Public Sector Equality Duty](#) requires public authorities in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010. Good governance arrangements will benefit everyone who contributes to the fund.

9. Background Papers

- 9.1 None